Time Is Money:

Why You Need a Time-Saving HCM Solution Rev up retail productivity by automating workforce processes

Still relying on manual or semi-automated processes to hire, manage, and engage your workforce? Perhaps you recognize that these approaches are inefficient and error-prone, but you're not convinced that deploying an integrated human capital management (HCM) solution will deliver the productivity gains needed to justify the change.

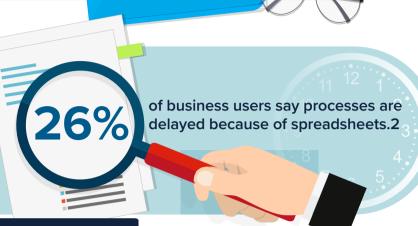
Read on to see how automating HCM functions — from HR, hiring, and talent management to time and attendance tracking, scheduling, and payroll — can help your retail organization streamline processes, increase efficiencies, and improve productivity for rapid time to value.

Manual processes still prevail.



Paper-based methods

are time-consuming and inefficient.



HR administrative tasks

HR professionals in the U.S. spend

drain resources.

13.6%

employee records.3

of their time maintaining

Slow business processes impede hiring.



open position.4



of managers say lengthy hiring processes are the biggest obstacle to hiring success.5

Productivity is suffering, too.



time at work on a daily basis.6

of employees admit to wasting

There's a lot of room for improvement.

43% of retailers say their manual processes need improvement.

An integrated HCM system overall productivity can help.

improve

Companies saw



an HCM solution.8

since implementing

... and the benefits don't stop there.



80%-95%

schedules to meet service levels

Time spent creating and updating



50%-**80**%

management reports Time required for

Time required to compile



50%**–80**%

pay calculations Time required to manage



20%-**85**%

30%**–60**%

Onboarding

and control overtime



ing/research-and-surveys/Documents/2016-Human-Capital-Report.pdf.

9 Ibid., at 6.

productivity

budgeting, forecasting, scheduling, and more. Our integrated HCM platform helps you effectively hire, manage, and engage your entire workforce — salaried or hourly, full time or part time — across all retail locations for better business outcomes.

and streamlining end-to-end employee lifecycle management with HR, time and attendance, payroll,

1 Joshua Sophy, 84 Percent of Small Businesses Rely on a Manual Process, Small Business Trends (April 4, 2017), found at https://smallbiztrends.com/2017/04/manual-process.html.

² Ventana Research and Anaplan, How to Enable Advanced Decision-Making (July 28,2016) at 16 and 14, found at https://www.slideshare.net/anaplan/finance-webinar-with-ventana-research-and-anaplan-enabling-advanced-decision-making. ³John W. Boudreau and Edward E. Lawler III, How HR Spends It's Time: It's Time for a Change, Center for Effective Organizations (February 2012) at 18, found at https://ceo.usc.edu/files/2016/10/2012-04-G12-04-G11-How_HR_Spends_Its_Time.pdf.

Lindsay Northon, SHRM 2016 Benchmarking Report, Society for Human Resource Management (November 2016), at 16, found at https://www.shrm.org/hr-today/trends-and-forecast-

⁶ Cheryl Connor, Wasting Time at Work: The Epidemic Continues, Forbes (July 31, 2015), found at https://www.forbes.com/sites/cherylsnappconner/2015/07/31/wasting-time-at-work-the-epidemic-continues/#1938f7461d94. ⁷ Emili Vesilind, New Study Finds 45 Percent of Retailers Plan to Integrate AI, The Industry Authority (June 2017), found at www.jckonline.com/editorial-article/new-study-finds-45-percent-of-retailers-plan-to-integrate-ai/.

MRINetwork, 2016 Recruiter Sentiment Study (2016), at 7, found at http://www.mrinetwork.com/media/303943/recruiter_sentiment_study_1st_half_2016.pdf

8 Sanjeev Aggarwal, Laurie McCabe, and Dwight Davis, Research Study: Cloud-Based Workforce Management Powers Midsized Organizations, SMB Group (August 2015), at 6.



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